

# FINANCE *Director*

**First Review:** May 26, 2010

**Annual Salary:** \$123,800 to \$154,600



## CARLSBAD *California*

**Carlsbad is for those who appreciate the many benefits and pleasures of living, working or simply spending time in a community that sets high standards for itself.** The city is ideally situated in north San Diego County where a great climate, beautiful beaches, lagoons, and abundant natural open space combine with world class resorts, family attractions, and well-planned neighborhoods. Carlsbad offers a diverse business sector and a charming village atmosphere creating the ideal California experience.

Covering nearly 42-square miles, the City of Carlsbad is approaching build out and is currently home to 105,000 residents. Thanks to an award winning growth management plan, the city features infrastructure and services that keep pace with development and promote an excellent quality of life. Fully 40 percent of the city has been set aside as permanent open space.

Businesses in Carlsbad contribute to the excellent quality of life by providing diverse job opportunities, clean operations and a strong, diverse economy. Tourism, recreational and lifestyle companies, and cutting edge high tech and biotech industries form the backbone of our city's economy, while small and niche oriented businesses provide balance and variety to the business climate. Some of Carlsbad's unique features include:

- Legoland California is located on 128 beautifully landscaped acres in the center of Carlsbad. This family theme park features more than 50 rides and activities for children ages 2-12. More than 30 million LEGO bricks were used to create over 1,000 LEGO models that fascinate kids and kids at heart.
- A tribute to Carlsbad's agricultural roots, the world famous Flower Fields draw more than 200,000 visitors each spring when more than 50 acres of red, orange, yellow and pink ranunculus burst into bloom.
- Carlsbad is well known as the golf capital of the world, and is the home of two world class golf resorts, La Costa Resort and Spa and Four Seasons Resort Aviara, and more than 30 golf industry businesses, including the headquarters of Callaway Golf and TaylorMade Adidas, and the city's own municipal golf course, The Crossings at Carlsbad.
- Carlsbad's downtown village is a city redevelopment success story, providing the charm of a European village with shopping, quaint restaurants and professional services. The Carlsbad Village Street Faire, held the first Sundays in May and November, is the largest single-day street fair in California.

## A Great Place to Live and Work

Carlsbad is a charter city organized as a council-manager form of government. The City Council consists of five members elected at-large for four-year overlapping terms, with the Mayor as the presiding officer of the City Council. The City is a full service municipality which provides a full range of services including police, fire, parks and recreation, library, community development, public works (including water and sewer services), and administration. Carlsbad is a city committed to continued financial stability. **Citing the City of Carlsbad's strong financial management, Standard & Poor's recently upgraded the city's credit rating from AA to AAA.**

The city's experienced, caring and professional staff works collaboratively with elected leaders, residents and the business community to provide a forward-thinking, responsible government that is dedicated to supporting the city's high standards while delivering great value and upholding a tradition of fiscal discipline. It's also a great place to live. With all the amenities of a large city, Carlsbad has maintained a strong sense of community and citizen connection to government. Annual surveys show a high level of confidence in city government and great satisfaction with city services. A superb climate, quality schools, a vibrant and revitalized downtown and a wide variety of neighborhoods help make Carlsbad one of the most livable communities in the country. The Carlsbad Unified School District consistently ranks among the top urban school districts in the country. The city also boasts world class libraries, arts and culture, and an excellent public safety record.





## A Great Place to Live and Work (cont.)

The City of Carlsbad is recognized by the San Diego Society for Human Resources Management and the Employers Group for Workplace Excellence and was named one of the best places to work in San Diego.

**The City of Carlsbad's Finance Department has been recognized for Distinguished Budget Presentation by the California State Municipal Finance Officers and Excellence in Operating Budget by the Government Finance Officers Association.**

## The Position

The Finance Director actively participates in addressing financial issues of concern to the citizens, City Council and senior management of the City through effective working relationships. This position is responsible for managing the Finance Department and all financial accounting, reporting, revenue collection and disbursement activities for the City. In addition, this position oversees the development of the annual budget and advises the City Manager, City Council and operating departments in all aspects of municipal financial operations. Short-term and long-range financial planning, revenue projection and strategic financial analysis are all important aspects of this position. The Finance Director reports to the Deputy City Manager.

With one of the City Council's core values being the economic health of the City, a major emphasis is given to fiscal concerns throughout all City departments. In addition to the common finance functions, department responsibilities include risk management, the administration of the annual operating and capital

budget, financial reporting, purchasing, internal auditing, accounts payable, payroll, implementation of new technologies, assessment districts, debt issues, taxes, utility and other billing, cashing and long range planning.

The ideal candidate will be a principled, ethical professional with a participative management style. He/she must be capable of motivating a staff consisting of 6 managers and 24 full time and part time employees to perform in a challenging, results oriented and team based environment. He/she must present as a confident leader that makes important recommendations and stands behind them. The successful candidate will possess critical thinking skills with a strong attention to detail. It is important that he/she excel at analyzing problems, identifying alternative solutions, projecting consequences of proposed actions, and implementing recommendations in support of goals. Outstanding interpersonal skills and first rate public presentation skills will be valued.

## Opportunities and Challenges

**Some of the top priorities for the Finance Director are:**

- Implementation of a human capital management system
- Determining the financing for various redevelopment projects
- Managed service delivery

## Compensation and Benefits

The salary for the position is \$123,800 TO \$154,600 depending upon the qualifications and experience of the selected candidate. In addition, the following benefits are provided: medical, dental and life insurance; paid leave, including 11 holidays, one flexible holiday, vacation, vacation sell back, 56 hours of annual executive leave, sick leave, a deferred compensation program; vehicle allowance; paid professional memberships; voluntary participation in an AD&D plan, and participation in the CalPERS Retirement Plan 3% at 60.

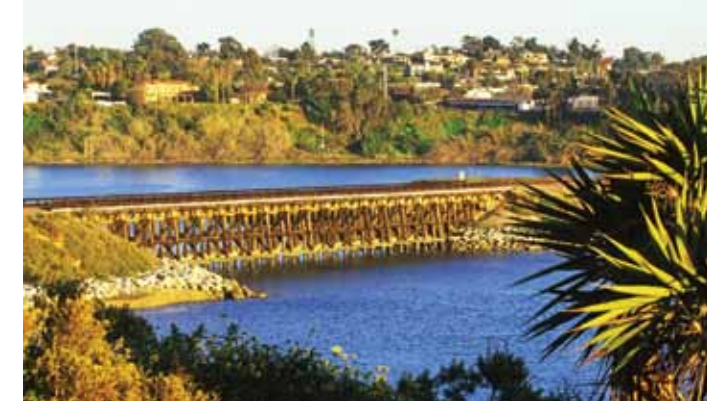
## Requirements

Qualified applicants will possess the equivalent to a bachelor's degree from an accredited college or university in accounting, finance or a closely related course of study, and five years of increasingly responsible experience in a Finance or Accounting Department with at least three years supervisory experience. A certified public accounting license is highly desirable.

## Selection Process

**First Application Review May 26, 2010**

Each candidate's background will be evaluated on the basis of information submitted at the time of application to determine the level and scope of the candidate's preparation for this position. The application process requires an application and a detailed resume. Only the more qualified applicants will be invited to participate in the selection process. Final interviews will be conducted by the City Manager or designee. Interviews are tentatively scheduled for the week of June 14, 2010.



## How to Apply

Interested candidates can apply for this position and obtain additional information at:

**City of Carlsbad HR Department**  
1635 Faraday, Carlsbad, CA 92008  
Phone (760) 602-2440 Fax (760) 602-8554  
E-mail: [hr@carlsbadca.gov](mailto:hr@carlsbadca.gov)  
[www.carlsbadca.gov](http://www.carlsbadca.gov)

We encourage you to use the city's online application process.

Please note that references will not be contacted until the very end of the process and, with the permission of the candidate.

*The City of Carlsbad is an Equal Opportunity/ADA Employer and values diversity at all levels of the organization.*

